

**MTEC Full Council Meeting
October 10, 2001
Tan-Tar-A Resort
Osage Beach, MO.**

Patti thanked everyone for attending and hope they would be staying for the Governor's Conference. She made a special welcome to J.C. Caudle the newest MTEC member. The Meeting began with introductions around the room.

Approval of 6/4/01 meeting minutes

Jim Dickerson moved for approval of the minutes. Denise Cross 2nd. Minutes were approved.

Executive Committee Report

Patti Penny

Patti commented that the Executive Committee was an informative meeting with lots of challenges presented.

♦ Youth Reentry Grant

Jim Mitchem

The grant that was applied for was approximately three million dollars. Hope to serve 500 youth. Grant requires the recipients to be between 14 and 35 and have to have been incarcerated for at least a 12 consecutive month period. About 30 days prior to release we will start working with qualified offenders, then after release there will be more intensified services. The grant is for 18 months and will be in the St. Louis, St. Louis county, and Kansas City areas. An abstract of the grant was provided for council members. There are some strong statistics in the boot heel area but not sure how far the money will go. The state of Missouri has assembled a remarkable team consisting of key partners and its reentry steering committee, featuring leadership in state and local government including the governor's office as its lead agency.

How does this differ from the current process for reentry?

The amount of money will allow us to provide more intense services. We will hire a case manager who will actually work with them and the other agencies to provide housing, transportation, help with readjustment back into the community, and employment and training needs.

What age is the typical age of offenders coming back into the general population and workforce?

It varies on a targeted age group but 21 – 26 are the most targeted. We find the key factors are not being able to find work, being poorly trained vocational or educational wise, along with drug abuse and others.

♦ Mass Layoff Report

Marty Romitti

Mr. Romitti is Director of Missouri Economic Research and Information Center (MERIC) under the Department of Economic Development (DED). Included in the binder is a second quarter mass layoff report for the State of Missouri. One of the goals of MERIC is to

create new types of value added, customer focused, research products. MERIC has been tracking layoffs for sometime and findings show a terrific decline in manufacturing employment. From July 2000 – July 2001 Missouri had the fourth greatest percentage of decline in manufacturing in the nation. MERIC has also tracked layoffs as report by the WARN report (self reported by employers). In mapping job losses in the state, 72% of all layoffs occurred in the urban areas. If you really look at employment basis within the counties themselves the layoff actually impacted the rural counties much more severely than they have urban areas.

With the events of September 11th the bureau of labor statistics is going to add an additional region of non-natural occurrences as reasons for layoff. In the mean time Missouri has tried to track what is happening in Missouri's tourism industry, airline industry, and looking at additional claims on unemployment insurance. What was found is in the three week following September 11th initial claims on unemployment insurance nation wide increased by about fourteen percent. In Missouri initial claims only increased by about four percent.

The mass layoff report in the binder can be used as information for policy making in several ways.

1. Workforce availability studies. Information on when there is a layoff what type of occupations is effective and how many people in the area is effected.
2. Define fast growing occupations in the state (more than 30 openings in that particular occupation each year and a .7% growth rate.)
3. Relevant information to bear on the different regional economies within the state. MTEC as decision makers can look at exactly what type of industry, what type of business and associated occupations and labor pool to support business are present in the regions, and could potentially benefit the regions. High technology industries exist all over the state. Therefore it is not just an urban strategy but an urban and out-state strategy
4. Developed target Missouri II. This looked at each of the regional economies of the state and developed 6 different statistical tests including skills match of labor force to particular business and staffing patterns. The economic impact in particular and try to decipher which particular business and industries fit well into the region and have the most economic impact.
5. Self-sufficiency study. As we move people off the welfare rolls or as we develop employment opportunities for economic development efforts, MERIC is trying to get a handle on the type of wages within the state in order to be completely free of public assistance based on a livable wage.
6. Basic Skills development. Transferable job relevant skills within the workforce to make our workers marketable and allows them to move up the career ladder. Using the data that is available under the occupational network to determine what types of basic skills are meaningful. Mathematics proficiency is normally distributed across all occupations. What that means is almost all occupations within Missouri requires moderate levels of math. In science there are few occupation that require you to have a high level of science proficiency and most occupations in Missouri do not require it.

MERIC is looking in the future to bring you more defined looks at industry.

Joe Driskill asked on skills set, if there a way to go one more step on the employment ladder and categorize the skills set for the next level of jobs up from entry level?

That connection has not been made yet, but it should and can be made.

Is the web site more complete than the presentation given?

The web site is www.missourieconomy.org. We have made a point to disseminate everything MERIC produces to you the policy makers. On the site you get both an executive summary and entire reports, including methodology, as well as additional charts. We would appreciate any comments on how we could continue to make the web site information more available.

◆ **Building Skills for the New Economy**

Patti Penny

Patti shared a policy report (provided in binder) that came out in April. She hoped it would be instrumental in planning purposes. She suggested it might be a good item for the Special Focus Committee to look at possible ways of meshing with the great work MERIC is doing. Eventually the standardization of skills will become more and more important and there will need to be a way of measuring that. Clinton Flowers, MTEC staff to the Special Focus Committee has done an analysis of the report. She asked if he would comment. Clinton said he thought that it was clear that Missouri had some kind of initiative in all the areas of the report. His analysis basically concluded that we might want to query additional questions of the extent of our involvement as a council and partner in the each of the objectives.

John Wittstruck commended the report. He went on to say that what makes Missouri unique is that we are one of the few states that have approved an associate's degree in Life Science Apprenticeship Programs. This is a modest amount of classroom experience but a lot of on the job training as an apprentice.

Joe Driskill commented favorably on the article. One thing that particularly interested him was the focus on practical skills as defined by employers. We know that 70% of our high school graduates do not go on to finish college. The question he has is why we are not providing as much concentration on the 70% as we are the 30% who finish college? The St. Louis Regional Workforce Development Policy Group recently published one good report pertaining to this subject. Technical Education for the New Economy, what it takes and the connection necessary, curricula necessary to better connect people with jobs that are available now and in the future in the technical area. This was collaboration from a variety of resources in the St. Louis area, i.e. East-West Gateway, SLATE, Rankin Technical College, and other public institutions. This was from a background and draft proceeding from what was an Educators Forum held in St. Louis on September 25th. It really is a first step to possibly forming a statewide skills partnership. He suggested another good source for information is the National Governor's Association best practices center.

Program Coordination Committee Report

Committee met on September 17th and reviewed the states labor market information plan. The committee felt the council and local people should be reminded again to visit their new web site and see the new products as they come out and give them some feed back. Let them know if they are meeting your needs or are there other things that they should be doing.

There were some local plan modifications that were reviewed. Nothing really substantial primarily changes in budgets.

◆ **State Plan Modification**

Roger Baugher for Alise Martiny

There is a potential modification to our state plan for the Workforce Investment Act (WIA). In the binder are the plan modification issues. On July 24, 2001 congress passed a law rescinding \$110,000,000 from the dislocated workers program nationally. With the events of September 11th that is now on hold. However since the Council will not meet again until December we feel it is important to have this plan modification in place. We have changed the language; see excerpts of state plan in binder. We put it in the plan to read for this year only so we can revert back without having to modify the plan next year unless congress rescinds funds again next year.

If the rescission does occur we will need to modify the budget page to reflect the new allocation for dislocated worker.

While we are in the process of modifying the state plan, we also have another issue regarding recaptured funds. Local regions have two years to spend each annual allocation. If they do not spend it at the end two years then the state recaptures it and has one more year to redistribute and spend those dollars. The state plan currently says that we would recapture the funds and then redistribute to those areas by the formula. However we have figured out that if we recapture less than \$200,000 it would be cost prohibitive to distribute by formula. So we want to modify the state plan to say if we recapture \$200,00 or more we will redistribute by formula otherwise the state can use another method to redistribute those funds and put the dollars where they need to be.

What we would like from the Council is to give the Committee the power to modify the plan either way as USDOL makes their decision. Once the decision is made we will send a letter to the Governor from Patti requesting the changes.

John Dial made the motion to give the Program Coordination Committee the power to modify the plan as presented to reflect USDOL's decision and to modify the reallocation policy section as presented. Bill Treece 2nd.

Motion passed unanimously

Roger brought to the attention of the Council the pages in the binder titled Rescission. The second page shows by region the unexpended funds, which totals approximately \$4,000,000.

Ben Uchitelle asked why there are unexpended funds?

Roger explained there are compound issues why the money wasn't spent. What we think is that we had JTPA money that carried over, but also some of the larger areas received huge influxes of cash that they weren't prepared for and had a hard time gearing up under the new act. Since it is a new act and calls for all new partnerships people were a little uncertain on how to spend the money. These are national issues as well. A lot of states are struggling with the same issues.

What percentage was the \$4,000,000 of the total funds from Missouri?

Roger did not have the information on hand but thought it was 30 –35%.

Jim Dickerson added as a WIB Chair that he wanted to remind the Council this is just the first year and in some case it was a slow start.

◆ **WIA Performance Measures**

Roger drew the Councils attention to the last 2 pages under the Program Coordination tab in the binder. The first page is an analysis of the 17 performance measures under the WIA per state in our Region V. Three key issues for Missouri lies with credential. It's a new measure and DOL felt confident that states could reach a 45% mark. We feel for Missouri there are a lot of credentials out there we are not tracking. We have found there is also a lack of training and information for the local areas to know who can be counted as a credential, how it's tracked, and where to enter the data. We are increasing technical assistance on those issues. Another set of concerns for Missouri are youth measures. We think this may also be an entry issue as well as transferring JTPA system to the new toolbox tracking system may of caused some problems. We are hoping when we submit our annual report to DOL on December 1, that we will have a much better show of performance.

The next page shows Missouri by local region. We had a meeting with the local regions to look at their performance and identified some of the frailties of the system. We talked about credentials, and hope that we will get rates up quickly.

The Program Coordination Committee hopes to give you an update of our state and regions at each meeting.

Evaluation and Awards Committee

Lindell Thurman for Fred Grayson

In the binders are two lists, Alumni Awards and Special Recognition Awards. The committee has approved both lists and they ask for the council's endorsement of their adoption. There were approximately 25 nominations for the Special Recognition awards. Out of those the committee was very choosy and selected only 4.

Bill Treece made the motion to endorse the Evaluation and Awards Committees recommendations for the awards. Jim Dickerson abstained from the vote, as his region was one of the special recognition awardees. The council approved the endorsement.

Virginia Mee added that we have to be certain that the awards we are giving represent what we actually want to have accomplished. That was one of the themes the committee talked about was to give awards only to those who we know by performance those things had actually happened. We also feel there is a need for a revision of some of the awards and perhaps some initiation of some new ones. If we pick out the things we feel are essential in WIA then we need to give an award to make certain the awards match the performance we are expecting.

Workforce Partner Agency Performance Report

Denise Cross

Denise started with some background information. Family Services are about several things. We include child protection and abuse and neglect, services for the blind, Medicaid, food stamps, childcare, and adult senior programs. We provide a lot of support and services to some of the most vulnerable citizens in Missouri.

She spoke first on Rehab services for the Blind. This is the Vocational Rehabilitation piece for blind or visual impaired consumers. There has been a 278% increase in employment since 1994 and have seen an increase in weekly income for individuals served through this program. They are successfully transitioning into and staying in work. This is done mainly through training and employment services, adaptive technology or equipment.

Temporary Assistance is the block grant that DFS receives in order to provide cash assistance to low income individuals. In 1996 there was welfare reform legislation that created the block grant. It is up for reauthorization next year so we may see some changes not only in the amount of the block grant but how that grant can be used. In July of '96 there were 80,000 households receiving temporary assistance. Between August '96 – August 2001 there were approximate 211,000 approvals. The current caseload is approximately 48,000 which shows the cycles of individuals coming in and out of system are really using it as a temporary support. Right now there are only 2,200 individuals that have consistently received since 1996. With the caseload decline DFS TANF dollars that were previously used as expenditures for cash assistance are now reinvested to use other ways. Missouri has taken the carry over, reinvested it and are now currently expending all of the block grant. Work support activities paid for by DFS come not only from TANF dollars but other resources too.

The State of Missouri has made great improvements in access to health care. This was due to the ability to provide health care to uninsured working parents and to children up to 300% of the poverty level. Because of being able to provide this health care service even though they are not getting cash assistance we are able to cover 153,000 adults and children who otherwise would not be covered. Because of this coverage Missouri is now the fourth lowest in the US for uninsured. We have learned that by providing the health insurance to the families as they move into the workforce the parents are more likely to be at work and miss less days at work because their children have access to preventive and on going healthcare. Childcare subsidies are available not only for individuals who are on temporary assistance but for the working poor. At this point about 75% of the individuals who access childcare subsidiaries are working poor, not individuals who are on temporary assistance. We are beginning to see the shift to being a support to individuals who are in the workforce not necessarily public or temporary assistance.

Missouri has been part of the Midwest Research Institute study. The studies show after 2 yrs. of leaving temporary assistance 65% were employed and 80% of those individuals were actually employed full time. The household income was up an average of \$20,000 a year. The individual income was about \$13,000 a year. 42% are above poverty, 61% have access to some sort of health insurance.

Do we have some additive for input for the reauthorization of TANF?

Governor Holden is part of the National Governors Association Welfare Reform Task Force. We are working very closely with the Governor and his staff on answering, clarifying, providing information, and guidance on positions that may be coming up. We also are on

several national roundtables where we have the opportunity to comment and bring forward statements. Our position at this point is that the Block Grant needs to stay at the same level and I believe most states agree and support that.

Any possibility that the 5-yr. limit will be extended?

I don't think so.

Where is the best place in the country where the success rate is very high in the TANF population both going to work and staying at work?

Because state programs look so different it is hard to compare. But one of the longest running programs is in Riverside, CA, the GAIN program. They have been studied by several national research organizations. Florida has one of the best results of people leaving assistance and moving into a stabilized workforce. They've had good success around moving individuals into work but also have created some very unique opportunities for career progression, on going learning and on going training.

With the reauthorization of TANF and the downturn in the economy, what is some of the policy issues that the Council may need to take a look at?

Denise's concern is with the individuals that have been coming in and out of the system and are in the workforce right now and are still struggling. These will probably be the first individuals to lose jobs or may not be as prepared to maneuver through the system that is being flooded. What I think we can do, as a council is how do we help make the system accessible and easy for people to understand? Our focus needs to be not only on getting individual to work, but getting them the skills on what to do if that work is disrupted, so they can get back up on their feet or connect to another resource or opportunity. Some of these folks have used their time or can only come back to a very small time period.

Marketing and Communication Committee Report

Jim Dickerson

Report was provided in the binder. Staff has been doing a lot of work interviewing with most of the States major daily newspapers as well as some major publications, television, and radio. Survey results on the marketing survey about how users found out about Missouri WORKS will be presented at the December meeting. There have been shared media ads with other Department of Economic Development (DED) agencies. Ads were placed in Missouri periodicals that have as their primary market, women and minorities. Survey results on the marketing survey about how users found out about Missouri WORKS, Diversity ads, and billboards will be presented at the December meeting.

Projects that are in development are, discs that market Missouri WORKS and lead clients through the registration process, Co-branding using some federal funding that will market America's Workforce Network, Missouri Career Centers and Missouri WORKS!, and cable TV and radio adds.

Special Focus

Rick Beasley for Mikki Brewster

◆ Diversity Forum Report

MTEC sponsored 5 Diversity Forum across the state to take a look at and obtain information on diversity within the career center system. There are some recommendation options in the binder but we were hoping for the council members to hear it from the chair and her comments. Please review the information and we will take a hard look at it in the December meeting.

◆ LEO Guide

Copies of the Local Elected Official (LEO) guide were provided in the binder for council members. When WIA was implemented we provided each LEO a copy of a guide on how to make appointments to boards. Clinton Flowers and Tom Reed redeveloped the guide to let the LEO's know their role and responsibilities within the WIA.

Strategic Planning Committee Report

John Dial

Copy of the Strategic Plan and updates were provided in the binder. He mentioned some highlights.

1) Universal Access

There have been several marketing efforts to outreach to job seekers and employers.

Two accessibility workshops have been conducted.

Grievance procedures are not in place through Methods of Administration (MOA) and training will be conducted.

2) Lifelong Learning/Choice

Regional Technical Education Council (RTEC) will be working with the Workforce Investment Boards (WIB) to develop a lifelong learning plan.

3) Integration

A marketing plan has been developed.

A Leasing matrix to identify possibility for co-location is developed. We are trying to use the existing buildings.

Two board development training sessions have been completed and the third session is in planning.

4) Accountability

Formal presentations from partners to MTEC have begun.

Regional Planning Guide is being developed.

5) Diversity

Statewide diversity report has been approved for publication.

Patti mentioned that when she goes to national meetings a lot of states hand out a printed version of their strategic plan. She would like to see Missouri also do that.

John thought we were at the point of being able to do that.

Ad-Hoc Committee Reports

◆ Business/Labor Committee

On October 2nd had a very good meeting brainstorming recommendations to present to MTEC. The committee hopes to have them ready to present at the December meeting.

Is there anything on your list about tax credits for employers who offer GED classes or tuition's reimbursement for college courses?

Joe Driskill commented that there is a tax credit for reimbursing employers a portion of the cost for education and training to increase the skill level of the worker who then has an increase in wages. Frankly even though we have bombard employers around the state with information it is not being used in any great degree.

Amy expanded on Mr. Driskill's statement that it is part of the Rebuilding Communities Bill. Amy offered to present in more detail at the December meeting. Several Council members voiced their interest.

◆ One-Stop Executive Committee

Rick Beasley

Rick thanked Ron Vessel for taking the lead on IT issues the committee has looked at. We have talked about have a case management system and over the past several months we have had excellent cooperation with the partners looking a system measures and an IT system.

At the last meeting we approved and want to recommend system measures to the Council for review. Mr. Beasley turned the floor over to Roger Baugher who has been the lead person, with a number of partner agencies participating, in development of the system measures. As we talk about "system" we are talking about a system that measures performance of all participating partners.

- ◆ The Workforce System Performance Measures Team is a team of all the partners that came together over a series of rather lengthy in-depth meetings to talk over these issues. One of the most important issues was one the council had asked, "how is our workforce system doing?" The major task was to determine the "system". Who are we counting? The report in the binders indicates which programs and customers the team determined should be included. The report also includes the eleven performance measures the team settled on as workforce system outcomes. Recommendation for beginning the accumulation of data and reporting interval and how the measures will be accumulated and unduplicated. They also made additional recommendation about setting targets for improvement.

Joe Driskill congratulated the team on the outstanding work in refocusing what we need to be about as a system. He commented though that he believed there were a couple of programs and customers that were inadvertently left off, customized job training and others that were mentioned last night in the Executive Committee. He also noticed that the first four question were not exactly the questions that were originally asked by Governor Carnahan perhaps that might effect the other measures you came up with.

Roger responded that the team would what to continue to look at other services that need to be added. As to the second part of Joe's comments Roger said that language could be added to make it clear. Since we are counting all of these programs and services as the system then these results would only be from the data from these services and programs making up the system. It was implied and probably should be in there.

Rick asked Roger if it would be possible for the Evaluation & Awards Committee to meet and work with the team to touch on some of the items Joe raised here to add some clarity? Then in December you can come back with a full recommendation on the specific measures of the system.

Roger replied he didn't see why it wouldn't be possible. The team really feels they need to get back together and being working on the data items. We will include customized training and if there are other programs and services that need to be included let him know. They will clarify the report more and try to get with the Evaluation & Awards Committee prior to the December meeting and come back with final recommendations.

Roger did stress the team would like to feel comfortable that they should be moving ahead because he would still like to have something in the way of baseline by June of next year.

After further discussion it was decided that it would not be necessary for the Evaluation and Awards Committee to join the team. As information is gathered there may even be more areas that need to be considered, but the team has such a great momentum going that all encouragement should be given for them to move ahead. The team will report back to the Full Council at the December meeting.

◆ **E- Government Presentation**

Gerry Wethington

Ron Vessel took the lead on promoting a partner-wide IT system that could talk to one another. In the process Gerry Wethington was invited to the last One-Stop Executive Team meeting to talk to us about developing a system that for the Missouri Career Centers. Gerry is the CEO for IT issues in the State.

Gerry started by explaining how a system like what are talking about seems to fit today with where the State is trying to go in term of collaboration and trying to use information technology to be innovative and to begin rethinking how government and agencies work together. That initiative in Missouri is called E-government. What your organizations and agencies bring together is the fact that you have found a way to work together and think upon business problems from an enterprise perspective. It's encouraging to hear that you have different entities beginning to talk about performance measures because a lot what you see in legislation today deals with outcomes. The only way we can measure and are meeting what they are looking for is if we have performance measures. Another element we have to think about is the one-stop concept of service where citizens no longer have worry how to navigate the maze in the burrocacy of government. They need to know regardless of what office they walk in they will be able to interact with the system and it will be the same regardless where they went. That is what is so encouraging about this initiative. You have already come together and identified some attributes that are the

same in all the agencies and we are ready to agree that it will look a certain way. What it appears you need now is a method to begin to take this forward and find a way to fund the initiative and a way to work collaboratively. I propose the Missouri E-Government is probably the right mechanism. Ron Vessel and team are working on a white paper that can be incorporated into the E-government initiative and address the legislative body this year about making it one of our priorities for funding in FY'03. When we're successful we can use this to show what the state is capable of with respect to innovation and collaboration.

Public Comment

Tom Jones brought four issues before MTEC for the Regional Workforce Policy Group for the St. Louis area.

1. Missouri should recognize training providers certified by other states. At least one state (Illinois) is prepared to reciprocate with Missouri certified training providers.
2. For over a year Illinois has offered no cost income verification from their UI system if Missouri would reciprocate. We recommend MTEC require Missouri adopt this policy and offer no cost income verification to Illinois and to local workforce development partners.
3. Missouri should establish a cross-link on Missouri *Works!* with the Illinois workforce website. This would enable employers access to job seeker data for the St. Louis Metropolitan Area.
4. Missouri should establish a rapid response site on Missouri *Works!* available to employers and employees. With the downturn in the economy and hundreds of impending layoffs, a website dedicated to providing state and local information would expedite services to employers and affected employees.

Virginia Mee asked, Should this not be done with all boarding states?

Rick responded that in July DWD had met with DOLIR to work on agreements with the contingent states. However, DWD would have to pay for the access of the other states and our local contacts to get the information and it would become very costly. We are still working on it.

Joe Driskill asked what was costly about sharing the data?

The programming time is what will be so costly and they are being looked into.

Patti reminded the Council of the December 3rd and 4th meeting at the Kansas City Marriott, Country Club Plaza.

Meeting was adjourned.